

MAY 2016

# THE MINUTEMAN

The Monthly Newsletter of the Texas Army National Guard Recruiting & Retention Command

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LETTER FROM  
**THE COMMANDER**

**"Warrior Ethos and Recruiting"**

In reflecting on the month of April, I want to commend our Soldiers in the field and on the staff for living the Warrior Ethos and placing the mission first. Mission achievement requires passion and an attitude of 'never quit, never accept defeat' when it comes to enlisting and re-enlisting Soldiers into our formation. The will to fight and the will to win are vital to being a Warrior - and you have shown this.

As a direct results of you efforts, we have achieved and exceeded our April Recruiting & Retention missions. Special recognition is due to the RCT-IST section for making nearly 150% of their April mission. In addition, three of four Regions exceeded 100% of their April recruiting missions. Both RGN III and RGN IV have recruited over 300 Soldiers so far this year!

As a strong follow up to our 2nd QTR Retention performance, RRNCOs and BSMs processed over 150 extensions in April, ensuring we strive to maintain 100% year to date re-enlistment rates. Job well done! How do your efforts impact the Texas Army National Guard? By achieving our end strength and recruiting and retention missions, Texas is in a strong readiness posture and prepared the answer the call with fully manned units. This past month Texas Guardsmen responded to numerous domestic operations and disaster related incidents, as well as mobilize for overseas forward-deployed operations. Our leaders and units are better prepared and able to support State and Federal missions due to your Ethos.

As Soldiers, we are often asked to do tasks that others would deem impossible. As Warriors, our code bounds us to achieve the impossible. When you are struggling or in danger of not achieving your duties and mission - enlist the help of your teammates and recognize if you need to change your strategies. If your battle buddy is struggling - close ranks and help them out. Whatever you do, remember to always place the mission first, never accept defeat, never quit, and never leave a fallen comrade.

**LTC August T. Murray, Ph.D.**  
Commander, REC RET CMD  
Texas Army National Guard

RECOGNITION  
**PROMOTIONS & BADGE UPGRADES**

Please join us in congratulating CSM Kristopher Dyer in his selection to serve as the new CSM for SMAG VI!

The 54 states and territories are divided into 7 recruiting regions, each with an advisory group to provide feedback to NGB.

He will be the 79T senior enlisted advisor for this entire Recruiting Region, which includes Texas, Oklahoma, Kansas, Nebraska, Louisiana and Arkansas.



**Promotions**

**Badge Upgrades**



SSG Jimmy Barber

SGT Brittany Fullmigher



**SENIOR  
BADGE AWARDED**

Region I  
SGT Barrios

Region IV  
SSG Munger

RGN IV  
SSG Wagoner

RGN II  
SFC Roppe



**EXPERT  
BADGE AWARDED**







# FEATURED ARTICLE

# RUNNING WITH THE WOLF PACK

**M**aster Sgt. Andrew Marmolejo has been a recruiter for the Texas Army National Guard for ten years; it's a mission he believes in.

"It's all about being able to help people," said Marmolejo, "taking a 17-year old kid, seeing him transition and being able to help him change his life."

Marmolejo is the noncommissioned officer in charge of Texas Army National Guard's Recruiting and Retention Battalion's Recruiting Team 13 or Team Wolfpack. The Wolfpack's territory runs through Austin and into surrounding counties. From this area Marmolejo's team is expected to recruit 96 soldiers in 2016. With 75 enlistments already processed, Marmolejo expects to reach their goal by May. Most would be ready to rest, but Marmolejo says they will stay busy.

"We will continue to recruit and we will help with retention and transition," he said. The Recruiting and Retention Battalion mission is three-fold, said Lt. Col. August Murray, Recruiting and Retention Battalion commander, recruit the right people for the job, retain the best people for the job and to prevent losses.

"What we do is of critical importance to our organization and our state," said Murray. "It is vital that our communities and our units have all the soldiers they need when called upon to accomplish a mission."

To better prepare recruits for their transition into the military and help promote success, the National Guard developed the Recruitment Sustainment Program, a program designed to introduce new service members to the military environment, and to ease their adjustment to basic training. From the time they join the National Guard, recruits begin training monthly with their recruiters and other new enlistees to practice basic military skills that will

help them succeed at basic training and advanced individual training. Recruiters continue to mentor their recruits through this training and even bring them to their first drill with their Guard unit.

The extra time recruiters spend with RSP recruits, not only prepares them for basic training, but helps them to excel, said Marmolejo.

"This year we've had six Distinguished Honor Graduates," he said.

Recruiting men and women to join the military can be difficult in some places, but historically, Texas has met and exceeded their recruiting goals, said Murray. Demographics may play a part in this being that Texas is home to five of the 10 fastest growing cities,



Sgt. Andrew Marmolejo, Top Recruiter  
Region 4 Team 13

# FEATURED ARTICLE

# WOLF PACK CONTINUED...

but Murray thinks it has more to do with the spirit of Texas.

"Texans are patriotic," said Murray. "They are proud to serve Texas and the nation in the National Guard. We enjoy a lot of community and state support."

Texas pride may help Marmolejo when recruiting, but his dedication to mentoring his team and his recruits is what sets him apart.

In 2009, Marmolejo recruited Diana Lopez, enlisting her into the Texas Army National Guard.

"I was skeptical at first, but he was very honest about what the National Guard was about," said Lopez. "He encouraged me; the National Guard was so good for him."

When Marmolejo found out Lopez wanted to obtain a master's degree and become an officer, he helped her enroll in the Reserve Officer Training Corps program.

To offset the cost of her education Marmolejo helped Lopez apply for state tuition assistance, a unique benefit for Texas Guardsmen.

"He set up everything and guided me through the process," said Lopez. "I just filled in the blanks."

Marmolejo stayed in touch with Lopez, always available to provide military guidance as she navigated her way through her career in the National Guard.

When Lopez had to withdraw from the ROTC program due to a family issue, it was Marmolejo who reminded her of her goal to become an officer and helped her apply for Officer Candidate School.

"He came to my commissioning at the Capitol," said Lopez. "He puts a lot of focus on leadership; he takes it very seriously."

An important part of that leadership is teamwork.

"Either we are going to be great as a team, or we are going to be horrible, but we are a team," said Marmolejo. "Team mentality – once accepted, it drives big numbers, because everyone wants to be a part of it."

Marmolejo credits his team for their dedication to the job, recounting how many times a member of his team has called late at night, with a question. "They are very hardworking," said Marmolejo "And they are truly a team. You would think they were a family as close as they are to each other."

Whether it's working with the recruiters on his team or mentoring new recruits, working to build and sustain quality service members for the Texas Army National Guard is a job he is committed to for the organization he loves.

"To me, joining the military should be a first resort," said Marmolejo. "It's a great opportunity." - **DISPATCH**







RECOGNITION

# PROMOTIONS & CEREMONIES

March Retention Challenge Winners

## March Retention:



## Retention Challenge

RGN I, TM 4, SFC Moore; RGN II TM 8, MSG Wade,  
RGN III, TM 9, MSG Haigis; RGN IV, TM16; MSG Carrick

UNIT RETENTION

# NCO CLASS

## Camp Swift:



## Bastrop, TX 9-10 APR

Unit Retention NCO Class #16-003 training







HONORED GUESTS

# CZECH REPUBLIC DELEGATION

## Czech/Texan Relations:



# Přátelství in Texas



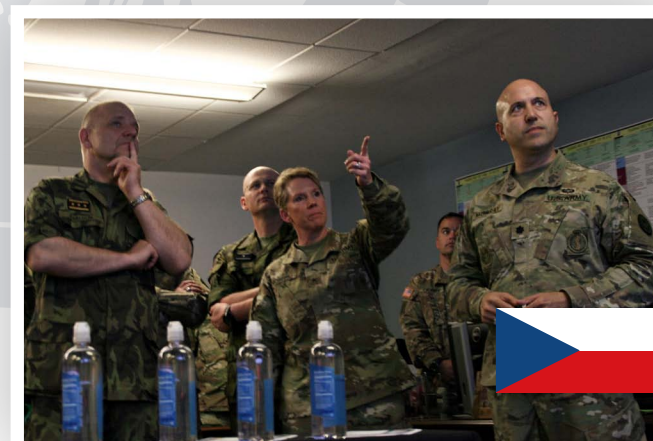
Lt. Col. Murray Along with Command Staff Brief Czech Representatives on Recruiting Strategies



Lt. Gen. Baloun Greets Region Leaders



Lt. Gen. Baloun, Lt Col. Murray, Brig. Gen. Norris



Brig. Gen. Norris explains various recruiting demographics throughout Texas regions







## PHOTOS FROM **Q2 CHALLENGE**



Region III RR NCOs & Families



Sgt. Maj. Morton 72<sup>nd</sup> IBCT  
Operations Sgt. Maj  
Guest Speaker



Q2 Awards Training  
California Crossing Armory



Lt. Col. Murray, w/ Wife  
Andrea Murray &  
Brig. Gen. Norris



Sgt. 1<sup>st</sup> Class Robbins Being Awarded by  
Lt. Col. Murray, Brig. Gen. Norris,  
& Command Sgt Maj Dyer



Sgt. Beverly Sadic Recieving Q2  
Challenge Award



Sgt. Heather Ellison,  
Region 4 Team 13



Lt. Col. Murray Hands 1<sup>st</sup> SGT  
Thorpe Q2 Challenge Plaque



Lt. Col. Murray, Sgt. 1<sup>st</sup> Class Frank Martinez,  
Brig. Gen. Norris, & Command Sgt. Maj. Dyer  
Region 1 Team 4







R&R/BSM

# RETENTION POCs

May

# CALENDAR

Commander <b>Lt. Col. August T. Murray</b> 512.782.1383		
Executive Officer <b>Maj. Jim Carney</b> 512.782.5404	Command Sergeant Major/BSM <b>Command Sgt. Maj. Kristopher Dyer</b> 512.782.5163	
BSM SGM <b>Sgt. Maj. Richard Grantham</b> 512.914.4889	R&R <b>Sgt. 1<sup>st</sup> Class Eric Larsen</b> 512.782.5876	TRP CMD/JFHQ/36ID <b>Sgt. 1<sup>st</sup> Class James Banks</b> 512.964.1361
HQ 56th IBCT <b>Staff Sgt. William Corcoran</b> 512.538.4841	HQ 56th IBCT <b>Sgt. 1<sup>st</sup> Class William Pyles</b> 512.608.2594	HQ 71st BFSB <b>Sgt. 1<sup>st</sup> Class Bryan Calhoun</b> 210.7879127
HQ 176th EN BDE <b>Sgt. 1<sup>st</sup> Class McCarty</b> 512.565.8849	36th SUS BDE <b>Sgt. 1<sup>st</sup> Class Chaz Patterson</b> 254.424.1039	HQ 72nd IBCT <b>Staff Sgt. Jimmy Smith</b> 512.782.3847
HQ 36th CAB <b>Sgt. 1<sup>st</sup> Class Richard Amundson</b> 512.653.5691	136th MEB <b>Staff Sgt. Tracy Christoff</b> 512.431.5689	

1	TM 12 Lock-In with the Guard Rosenberg	2	TM 13 Jarrell FFA Banquet	2-3	TM 9 Multicultural Fest NAC	3	National Day of Prayer BLDG 8
3	OPS CAL Scrub 1400	3	RSP Telecon South	3	BSM Telecon	3-4	Command & Staff
4	TM 11 Guard Ex Rosenberg	4	TM 5 Job Fair	4	RSP Telecon North	5	TM 9 Cinco de Mayo Festival BCS
6	TM 16 RGV Hiring Event	7		8	Mother's Day	10	TM 6 Job Fair
10	RSP Telecon North	10	BSM Telecon	11	RSP Telecon South	11	TM 12 Gamer Night SFRO
12	ADOS Packets Due	12	TM 16 Blood Drive & Recruiting	13	MEPS Mission Day	13	Best Warrior Banquet – Camp Mabry
14-15	JFHQ IDT	17	OPS Cal Scrub 1400	17	RSP Telecon North	17	BSM Telecon
18	RSP Telecon South	19	TM 14 San Antonio Veteran's Career Fair	20-22	TM 10 Pasadena Strawberry Festival	21	TM 16 A Lano Watermelon Festival
21-22	RRC IDT	21-22	RSP Visit TM 9 SFC Rodgers & SSG Whitney	21-22	RSP Visit TM 1 SFC Pearson & SSG Hammett	24	RSP Telecon North
24	BSM Telecon	24-26	TM 3 Command Visit	25	RSP Telecon South	28	TM 10 ATHS Project Grad
28	TM 10 Summer Creek HS Project Grad	30	Memorial Day	31	OPS Cal Scrub 1000		

